

# The Army Career Counseling System (New)

	Army Experience				Army Career						
Phase	Integration	Professional Development			Sustainment				Career Development		
When Counseled	5 Working Days After Assignment to the Unit	*30-60 Days After Assignment	*90-120 Days After Assignment	Annual Follow-up (BASD Anniversary)	15-16 Months Prior to ETS	13-14 Months Prior to ETS	4 Months Prior to ETS	90 Days Prior to ETS	30-90 Days After Reenlistment	Annual Follow-up (BASD Anniversary)	
Counselor	Career Counselor	Career Counselor	Company Commander	Career Counselor	Company Commander	Career Counselor	Career Counselor	Career Counselor	Career Counselor	Career Counselor	
Counseled	All Soldiers	All Soldiers	All Soldiers	All Soldiers (First Term)	All Soldiers	All Soldiers	All Soldiers	As Required	All Soldiers (Career Status)	All Soldiers (Career Status)	
Purpose	Integration	Goal Setting	Job Performance	Developmental Counseling	Commander's Recommendation	Reenlistment Counseling	Reenlistment Counseling	Transition Counseling	Reenlistment Follow-up	Developmental Counseling	
Topics	Welcoming to Unit Basic Human Needs Food Clothing Shelter Money Personnel Issues BASD PEBD ETS SRR Finance Issues DIEMS EB/SRB entitlements Sponsorship Military programs chain of support Family Support Groups Tri-Care/EFMP Career Counselor Open Door Policies Enlistment/Reenlistment Incentives	Follow-up Integration Phase Eligibility for continued service Promotion (Decentralized / Semi-Centralized) Time In Service Requirements Time In Grade requirements Wavier Allocations Non-Promotable Status Declinations Promotion Boards / Promotion Point worksheet Education (Military / Civilian) Military Schools / Courses / NCOES Special Qualification Identifies (SQI) Additional Skill Identifiers (ASI) Army Correspondence Course Program Army Continuing Education System SOCAD / DANTES/ Tuition Assistance Reclassification / BEAR Program Commissioning Programs Reenlistment Options / Programs Assignment Diversity Special Programs Benefits of a Honorable Discharge  *NOTE: The counseling conducted at 30-60 day and 90-120 days after assignment is a continuation of the Integration Phase and will be given to all soldiers (First-Term and Career Status) recently assigned to the unit.			Determine Soldiers Needs, Wants and Desires Eligibility for Discharge Eligibility for Reenlistment Eligibility for Waivers and Exceptions to Policy Eligibility for Reenlistment Periods Eligibility for Reenlistment Options Selective Reenlistment Bonuses (SRB) BEAR Program Service Remaining Requirements				Follow-up Reenlistment Eligibility for continued service Promotion (Centralized) Promotion Board Procedures Non-Promotable Status Declinations Education (Military / Civilian) Military Schools / Courses / NCOES Special Qualification Identifiers (SQI) Additional Skill Identifiers (ASI) Army Continuing Education System Commissioning Programs Special Assignments Special Programs Retirement Retirement Systems (High Three / REDUX) Retirement in lieu of PCS Mandatory Retirement Date Retention Control Points Grade Age Indefinite Reenlistment Program (as required) Voluntary Separation SRR/DCSS		
Attrition Management											
Monitor		Identify			Train			Advise			
Monitor unit level first term attrition and provide statistical data to the parent unit.		Identify reasons for separation above DA acceptable levels. Identify soldiers at risk for separation			Train or coordinate training for soldiers and leaders on subjects selected to reduce unacceptable separation levels.			Advise commanders and leaders on separations and alternative to separations.			

# *The Army Retention System (Current)*

Phase	Problem Solving	Career Development		Retention			Professional Development	
When Counseled	None	30-60 Days After Assignment	60-90 Days After Assignment	15-16 Months Prior to ETS	13-14 Months Prior to ETS	4 Months Prior to ETS	90 Days Prior to ETS/Term LV	None
Counselor	Career Counselor	Career Counselor	Unit Commander	Unit Commander	Career Counselor	Career Counselor	Career Counselor	Career Counselor
Counseled	All Soldiers	All Soldiers	All Soldier	All Soldiers	All Soldiers	All Soldiers	As Required	All Soldiers (Career Status)
Purpose	Problem Solving	Career Development	Job Performance	Career Guidance	Reenlistment Counseling	Reenlistment Counseling	Transition Counseling	Professional Development Counseling
Topics	Welcoming to Unit  Basic Human Needs Food Clothing Shelter Money Personnel Issues ETS SRR Finance Issues EB/SRB entitlements  Career Counselor Open Door Policies  Enlistment/Reenlistment Incentives	Promotion (Decentralized / Semi-Centralized)  Time In Service Requirements  Time In Grade requirements  Wavier Allocations  Non-Promotable Status  Declinations  Promotion Boards / Promotion Point worksheet  Education (Military / Civilian)  Military Schools / Courses / NCOES  Special Qualification Identifies (SQI)  Additional Skill Identifiers (ASI)  Army Correspondence Course Program  Army Continuing Education System  SOCAD / DANTES/ Tuition Assistance  Reclassification / BEAR Program  Commissioning Programs  Assignment Diversity  Special Programs	Determine Soldiers Needs, Wants and Desires  Eligibility for Discharge  Eligibility for Reenlistment  Eligibility for Waivers and Exceptions to Policy  Eligibility for Reenlistment Periods  Eligibility for Reenlistment Options  Selective Reenlistment Bonuses (SRB)  BEAR Program  Service Remaining Requirements				Promotion (Centralized)  Promotion Board Procedures  Non-Promotable Status  Declinations  Education (Military / Civilian)  Military Schools / Courses / NCOES  Special Qualification Identifiers (SQI)  Additional Skill Identifiers (ASI)  Army Continuing Education System  Special Assignments  Special Programs  SRR/DCSS	

# The Army Retention System (Historical)

Phase	Problem Solving	Career Development			Retention				Professional Development
When Counseled	5 Working Days After Assignment to the Unit	60 - 90 Days After Assignment	None	11 - 12 Months Prior to ETS	8 – 9 Months Prior to ETS	5 - 6 Months Prior to ETS	3 - 4 Months Prior to ETS	90 Days Prior to ETS/Term LV	None
Counselor	Company Reenlistment NCO	Unit Commander	Career Counselor	Unit Commander	Career Counselor	Company Reenlistment NCO	Career Counselor	RC Career Counselor	Career Counselor
Counseled	All Soldiers	All Soldiers	All Soldiers	All Soldiers	All Soldiers	All Soldiers	All Soldiers	As Required	All Soldiers (Career Status)
Purpose	Problem Solving	Job Performance	Career Development	Career Guidance	Reenlistment Counseling	Reenlistment Counseling	Reenlistment Counseling	Transition Counseling	Professional Development Counseling
Topics	Welcoming to Unit  Basic Human Needs Food Clothing Shelter Money Personnel Issues Finance Issues Enlistment/Reenlistment Incentives Sponsorship	Promotion (Decentralized / Semi-Centralized)  Time In Service Requirements Time In Grade requirements Wavier Allocations Non-Promotable Status Declinations Promotion Boards / Promotion Points Education (Military / Civilian)  Military Schools / Courses / NCOES  Special Qualification Identifies (SQI) Additional Skill Identifiers (ASI) Army Correspondence Course Program Army Continuing Education System SOCAD / DANTES/ Tuition Assistance Reclassification / BEAR Program Commissioning Programs Special Programs	Determine Soldiers Needs, Wants and Desires  Eligibility for Discharge Eligibility for Reenlistment Eligibility for Waivers and Exceptions to Policy Eligibility for Reenlistment Periods Eligibility for Reenlistment Options Selective Reenlistment Bonuses (SRB) BEAR Program  Service Remaining Requirements				Promotion (Centralized)  Promotion Board Procedures Non-Promotable Status Declinations Education (Military / Civilian) Military Schools / Courses / NCOES Special Qualification Identifiers Additional Skill Identifiers Army Continuing Education System  Special Assignments Special Programs		